



Administrative Progress Report (APR)

February 2005

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

LAW ENFORCEMENT CONSULTANT WORKING IN IRAQ

In January 2005, Law Enforcement Consultant II Don Lane, assigned to the Training Program Services Bureau, commenced a two-year leave of absence from POST to train newly-hired police officers in Iraq. Don's first letter to POST is reprinted below. It is so well written and descriptive of the working conditions faced by our brave military and civilian personnel, we thought that you might enjoy reading it. Don was consulted and gave us permission to place the following letter on our homepage:

To the POST Family:

Greetings from Camp Shield in Baghdad, Iraq! This note is to update everyone on the progress of my mission in this distant, war-torn land.

After in-processing and transport, I have been "in theater" for about four weeks and have enjoyed some interesting experiences. Our group of International Police Trainers is a unique joint operation of the Department of Defense and the U.S. State Department, and is organized under the command of CENTCOM, with a Lieutenant General as our boss.

My first distinct impression of this country occurred during our C-130 Hercules military transport flight from Kuwait to Baghdad International Airport (BIAP). All flights perform a penetration landing, which consists of several steeply banked turns and thrill-ride maneuvers, before plunging in a roaring, shuddering dive toward the runway from a high altitude. The aircraft then abruptly pulls out of the dive with the G-forces driving us into our center-facing troop seats before landing at a high speed and wheeling to a stop behind a hardened hangar.

Iraq is unequivocally a war zone. We wear 40 pounds of body armor, a Kevlar helmet, and carry an M4 automatic rifle, a Berretta 9mm sidearm, and plenty of ammo. Altogether we load out with about 50-60 pounds of gear.

I spent time at Camp Striker in the Steel Dragon, as well as the Adnon Palace in the Green Zone, before receiving assignment to Camp Shield in the Red Zone at the Iraqi Police College.

My group is a cross section of American police officers. Several in my group are current or ex-SWAT operators, but all are considered shooters. The reason for this is we have come under attack on several occasions. We are considered Force Multipliers, and are expected to fight alongside the military and security teams if necessary.

At Adnon, on election night, insurgent forces assaulted our west wall, which is near our quarters. A sustained burst of incoming fire developed into a firefight of about 15 minutes, which definitely interrupted our slumber. We scrambled to our defensive positions and were most grateful when the boys from our military rolled in and crushed the attack. The insurgents fell back, but were hit by a flanking force and destroyed.

On a daily basis, we hear one or two explosions, and regular fully automatic small arms fire. At Adnon, we heard the rocket sizzle overhead that killed two Americans at the Embassy. Yesterday, we took two mortar hits in camp, but no one was injured. This camp is also known as Mortar Alley. The record is 31 mortars strikes in one day. The one-month record was over 300 hits. However, casualties are very low because of the ever-present bunkers, hardened buildings, and the fact the insurgents are really bad shots. We are locked and loaded at all times, and prepared for the worst.

We traveled from Adnon to Camp Shield by armored convoy. We were attacked en route by a suicide car bomber and small arms fire. The car bomber began backing toward the center of the convoy at a high rate of speed. Our side gunner opened up and disabled the vehicle prior to detonation. Small arms fire initiated (which doesn't sound so small when it's aimed at you). However, our blocking force secured an avenue of escape to a safe location where we checked for damage and casualties. Finding nothing of any consequence (a relative term in this environment), we continued the mission and arrived safely. Once on base, we were welcomed by a mortar attack, which made us feel right at home.

On a side note, I've been amused by the quaint Iraqi police method of traffic control by clearing an intersection by shooting bursts of automatic fire into the air. Some Iraqis are also prone to shooting into the air for various reasons when they are happy. Hence, the term "happy fire." It occurs at all times, and some Iraqis have to regularly replenish their magazines from too much happy fire.

On a grimmer note, I had the opportunity to inspect one of Saddam's bloodstained torture chambers, a jail cell with a hook in the ceiling, and other evidence of murder and savagery.

We live, eat, work and socialize with the military and security units from all over the world. There are American, South African, British, Australian, and other forces present and working together. The food is excellent in the military chow hall, and we have reasonable telephone and Internet access. There is no PX on base at the present time, which means that if you don't have it, you don't need it.

The environment is one of constant noise, dust, exhaust fumes, machinery, and shouted commands. Humvees, Bradleys, and the occasional Stryker vehicles roar and grind at all hours. Blackhawk and Apache helicopters fly high-speed at rooftop levels in tandem formation every few minutes, shaking the earth. And always, there is the ever-present gunfire. The base is a bustling, active, purposeful place. Sleep is a relative issue; we can sleep when the war is over.

Our military is an awesome thing to behold. The young troops have made me doubly proud to be an American. They are dedicated, professional and competent in every respect. They are also absolutely ferocious fighters, warriors of the finest military force in the world. We are housed with them, and they often come back from missions late at night full of energy, taking a few hours to burn off the adrenaline.

We presently are moving 2000 Iraqi recruits through a basic academy every eight weeks. Our numbers should move to 4000 recruits very shortly. The Iraqi recruits are amazing as well. They know that, statistically, every sixth recruit in each class will likely be killed within a month of graduation from insurgent attacks. Yet, the Iraqis still line up by the hundreds to apply.

During the election, one young Iraqi policeman discovered a suicide bomber approaching a line of voters. The student grabbed the terrorist in a bear hug and pushed him behind a vehicle, covering him with his body. The student was killed, but he saved the lives of dozens of people. He demonstrated very clearly the will and determination of these people to enjoy freedom and democracy. He displayed the warrior ethos and the heart of a lion. Stories like this abound, where selfless acts of courage and sacrifice are commonplace.

This is a difficult place, and I now fully understand why we get hardship and danger pay. But it's worth it to me to be here and contribute in my small way to these courageous people as they build a proud future.

Finally, but most importantly, I ask all to pray for the safety of our troops who daily risk their lives on dangerous missions. Please also pray for the Iraqi people, so they too can know the joy of freedom.

Best regards to all,

Don Lane
Camp Shield
Baghdad, Iraq

ROBERT PRESLEY INSTITUTE OF CRIMINAL INVESTIGATION (ICI) BLENDED LEARNING FEASIBILITY STUDY INITIATED

POST staff and instructional design experts convened six focus groups to determine the feasibility of using a combination of Web-based and classroom training to present the Robert Presley ICI Core course. The focus groups included investigators and investigator supervisors from urban, suburban, and rural agencies. The groups discussed the role that computer technology plays in investigations, detectives' comfort levels with, and access to, technology, the training needs of new investigators, and ways to improve the performance of new investigators. The study will continue through March and a report on the study will be completed in late Spring 2005.

POST is examining the blended learning approach for a number of reasons. From the agency standpoint, there is potential for less time away from the workplace since Web-based training would not require any travel or classroom meetings. Additionally, reducing the in-person commitment may result in a cost savings for POST. The blended approach may also reduce the logistical complications in presenting the 80-hour course.

Questions regarding the feasibility study may be directed to the Robert Presley ICI Program Manager, Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at Mike.Hooper@post.ca.gov.

POST WELCOMES NEW CONSULTANT

Michael Gomez, POST's newest Law Enforcement Consultant II, reported to work on February 22, 2005. Michael is assigned to the Training Program Services Bureau where he will be managing the Master Instructor Development Program (MIDP) and the Academy Instructor Certification program.

Prior to coming to POST, Michael was Chief of the Division of Investigation for the California Department of Consumer Affairs, and served in the State Legislature as chief consultant to the Senate Committee on Business and Professions. Michael began his law enforcement career as a Deputy Sheriff with the Yolo and the San Diego County Sheriffs' Departments. He is also a veteran of the US Marine Corps.

We welcome Michael to POST and look forward to working with him.

STANDARDS AND EVALUATION SERVICES BUREAU REVISING WEBSITE

The Standards and Evaluation Services Bureau has initiated a project to update the Selection and Recruitment portion of the POST website. The current website was originally developed in 2001 and is in need of revision to better assist applicants and agencies in accessing information about POST's tests and training.

Questions regarding the website may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or by email at Elizabeth.Wisnia@post.ca.gov.

POST BEGINS DEVELOPMENT ON TELECOURSE FOR ETHICAL ISSUES RELATED TO USE OF FORCE

POST began development of a "Use of Force Ethics" Telecourse, which is designed to improve the line officer's ability to make ethical decisions related to the use of force. Among the use of force issues featured are: managing fear and anger; correlation of force options with resistance; reverence for life and liberty in the application of force; teamwork; intervention; documentation; and community support. Ethics issues will include: commitment to "doing the right thing"; ethical dilemmas; decision making; identifying gray areas; and policy compliance. The Telecourse DVD is scheduled for release to the field in September 2005.

Questions regarding the Use of Force Ethics Telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by email at Jody.Buna@post.ca.gov.

ACADEMY INSTRUCTORS WORKSHOPS PRESENTED

The Basic Training Bureau facilitated a workshop for presenters of the Academy Instructor Certificate Course and Academy Instructor Development Course (AICC/AIDC). The workshop topics included instructor training mandates, the integration of Leadership, Ethics and Community Policing (LEC) into the basic course curriculum, and related issues. The group concluded their work with drafts and recommendations for updating and aligning instructor development training and completing facilitation guides for academy learning activities.

In addition, the first in a series of “Facilitation Skills for Academy Instructors” courses were presented to instructors from the Los Angeles Police Department and Los Angeles County Sheriff’s Department. Thirty-three participants gave the content of the course high marks, and noted they could put the learning to use immediately in their classrooms. This course is an integral part of the work to enhance and refine the presentation skills of instructors delivering a curriculum emphasizing LEC and core competencies to recruits. Five more pilot presentations are scheduled from February through May 2005 at locations throughout the State.

Questions regarding the Academy Instructors Workshop may be directed to Special Consultant Bob Harrison, Basic Training Bureau, at 916-227-3900 or by email at Bob.Harrison@post.ca.gov.

STATUS OF ELECTRONIC COURSE CERTIFICATION PROJECT

In February, POST staff from the Computer Services and the Training Delivery and Compliance Services Bureaus traveled to Monterey for a workshop on several course certification topics. Various training presenters were shown the recently-developed web-based Electronic Data Interchange (EDI) course certification process.

The presenters were asked to review and make suggestions for improvement in the screen design and ability to submit course certification requests and supporting documents. This feedback will also help with the modification of existing course certifications, recertifications, and the POST review and approval portions of the new system. In addition, feedback was received on standardization of course titles and course rosters, which will be part of a future phase. Future plans include piloting the EDI course certification system with a small representative sample of presenters.

Questions regarding the EDI Course Certification project may be directed to Senior Information Systems Analyst John Barry, Computer Services Bureau, at (916) 227-3905, or by email at John.Barry@post.ca.gov.

NEW PERSONNEL SELECTION CONSULTANTS JOIN POST STAFF

Two Personnel Selection Consultant (PSC) vacancies in POST's Standards and Evaluation Services Bureau have been filled. Bill Groome has been appointed as a PSC II and Elizabeth Wisnia as a PSC I. Both researchers transferred to POST from other State agencies.

Bill Groome brings 26 years of test development and validation experience to POST. He has worked for several departments, including the Department of Consumer Affairs, the Department of Real Estate, and the State Personnel Board. At the State Personnel Board, Bill was the Manager of Test Validation and Construction. At POST, Bill will be applying his experience as the principal researcher for the Public Safety Dispatchers Examination project. Bill holds masters degrees in Quantitative Psychology and Education. He can be reached at (916) 227-3255 or by e-mail at Bill.Groome@post.ca.gov.

Elizabeth Wisnia transferred from the Department of Consumer Affairs where she was a Test Validation & Development Specialist for a variety of State licensing examinations, including those for hazardous materials workers, electrical contractors, embalmers, geophysicists, marriage and family therapists, and dentists. At POST, Elizabeth will be the principal researcher for the Entry-Level Reading and Writing Test program. Elizabeth holds a master's degree in Psychology from California State University, Sacramento. She can be reached at (916) 227-4830 or via e-mail at Elizabeth.Wisnia@post.ca.gov.

POST welcomes Bill and Elizabeth. We are pleased to have them on board.

SPAM FILTER IMPLEMENTED

In January, Computer Services Bureau (CSB) staff ran a pilot test to determine how junk e-mail (spam) is affecting POST staff and POST computer systems. A trial version of a popular spam-blocking product was installed on POST servers and was used for 26 days. During this period, POST received 50,887 incoming e-mails. Of that number, 11% (5,573 messages) were junk e-mails that were blocked by the software.

It was estimated that each POST staff member was spending five to ten minutes per day deleting unwanted junk e-mail. Based on these test results, CSB implemented a full-time anti-spam filter. Since its activation on February 18th, the filter has been blocking 250 to 300 incoming junk e-mails per business day.

Questions regarding the spam filter may be directed to Network Administrator Colin O'Keefe, Computer Services Bureau, at (916) 227-3914 or by email at Colin.O'Keefe@post.ca.gov.

LEVEL I RESERVE OFFICER TRAINING TO BE OFFERED BY BUTTE COLLEGE

Butte College is preparing to offer a Level I Module in cooperation with Shasta College. The course is scheduled to begin this summer and will be presented on weekends at the Shasta College campus in Redding. This is an excellent opportunity for Level II reserve officers, who have completed the required prerequisite training, to meet the training requirement for Level I reserve officer.

The Level I Module is part of the Regular Basic Course - Modular Format, which is the current entry level training system for reserve peace officers. It consists of three modules: Level III, Level II and Level I, which must be taken in that sequence. This training system allows students to take only the module(s) needed for a particular level of reserve officer, or the entire series to complete the Regular Basic Course. Some individuals, who want to become full-time regular peace officers, use the Modular Format to complete basic academy training because it does not interfere with Monday through Friday work responsibilities.

Students must have completed the Level III and II Modules before they can enter the Level I Module. Individuals who completed their training in the Reserve Modules A, B and C format are not eligible to enroll in Module I. All students will be required to pass the Level I Entrance Examination prior to enrolling in Module I. Information on the prerequisites and testing for the Modular Format is available in the Reserve Peace Officer Program section of the POST website at www.post.ca.gov.

The delivery of Level I training to this area is the result of the efforts of the North State Public Safety Training Consortium which is composed of community colleges that present administration of justice training from Sacramento to the Oregon border. Butte, Shasta and Lassen Colleges and College of the Siskiyous have been directly involved in this project.

Individuals and/or agencies who are interested in the course at Butte College should contact Academy Coordinator Don Beasley at (530) 895-2405. Questions regarding the Butte College Level I Module project may be directed to Senior Consultant Dave Spisak, Training Delivery and Compliance Services Bureau, at (916) 227-4870 or by email at Dave.Spisak@post.ca.gov.

COMMAND COLLEGE APPLICANT ASSESSMENT INTERVIEWS SCHEDULED

Applicants for the POST Command College are scheduled for interviews in March 2005. A total of 26 candidates will be interviewed. Interviews are scheduled for March 2nd and 3rd in Sacramento, and March 16th and 17th in Ontario. Successful candidates will be assigned to either Class 39 which will begin in May 2005, or Class 40 which will begin in December 2005.

Questions regarding the Command College may be directed to Senior Consultant John Dineen, Management Counseling Services Bureau, at (916) 227-4549 or by email at John.Dineen@post.ca.gov.

MASTER CALENDAR ON THE POST WEBSITE

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to Phyl.Barrus@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

REPORT DATE: February 28, 2005

Status of Legislation on which the Commission has taken a Position

The following are bills on which the Commission taken a position. Other bills of interest to law enforcement stakeholders may be viewed on the POST Website at

<http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
AB 22 (Lieber)	<p>Trafficking in Persons: This bill would add several crimes related to trafficking of persons for forced labor or services and trafficking of minors for sexual servitude. It would require the Commission to develop training standards and a course of instruction to educate peace officers regarding the criminal provisions and services available for victims of these offenses.</p> <p><i>Commission Position: Neutral</i></p>	ASM Pub. Safety (1-06-05)
AB 41 (Yee)	<p>Human Trafficking: This bill would establish the crime of trafficking a person for forced labor or services and the crime of trafficking of a minor for sexual servitude. It is similar to AB 22 (above).</p> <p><i>Commission Position: Neutral</i></p>	ASM Pub. Safety (1-06-05)
SB 57 (Alarcon)	<p>Fines and Penalties: This bill would increase the authority of county boards of supervisors to levy additional penalty assessment on fines for criminal offenses and other specified offenses. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care.</p> <p><i>Commission Position: Oppose</i></p>	Sen. Pub. Safety (1-27-05)